

Mary Jane Shanahan  
49190 Dunstan Street  
Hancock, MI 49930  
4/12/12  
906-370-9863

Michigan Senate Appropriations Committee Members  
Michigan Senate  
201 N. Washington Square, Suite 800  
Victor Center  
P.O. Box 30036  
Lansing, MI 48909-7536

Dear Senator *Jansen*

I am writing to express my opposition to Senate bill 1040 and wish my written testimony to be included in public record.

First, on a positive note I wish to thank the committee for continuing to receive testimony on April 11<sup>th</sup> beyond the amount of time scheduled. SB 1040 has elicited the attention of all teachers, support staff and administrators in Michigan.

Overall, there are there are four major concerns/points I wish to address with SB1040.

**1. Longevity being eliminated from the Final Average Compensation Formula.**

Longevity does not necessarily mean compensation beyond 30 years. Longevity compensation varies among Michigan school districts. In our school district, Copper Country Intermediate School District, longevity does not mean increase pay for over 30 years of service. We have 12 steps in our salary schedule. Between 12 and 30 years, teachers are paid a flat increase each year up to 30 years. We could work for 45 years and still receive the same amount of pay, we received at 30 years. It is entirely unfair to remove longevity from the Final Average Compensation, when it does not represent the compensation Michigan school districts.

**2. Reducing the multiplier from 1.5 to 1.25 after 30 years of service.**

- a) Reduction of the multiplier based on age, is discrimination based on age. I have researched the EEOC rules and feel this is a violation of the EEOC.
- b) Teaching is one of the few professions, which allows teachers to be pushed out of service at age 50 and or have their compensation reduced because of age. I have been teaching, working in special education for 38 years, and I am highly effective. I am "up" on the latest technology and techniques in both special and general education. I love my job, my students and have dedicated my life to

education.

Through the legislative revision of the tenure laws, it is much easier for school districts to remove ineffective teachers of any age. Do not punish teacher's retirement on based on age.

Senator Kahn is over 60 years old. Does that make him ineffective? No, Should his compensation be reduced because he is over 50 years old?, No

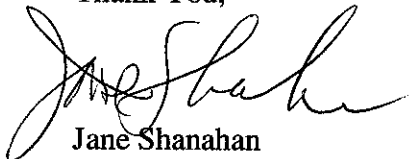
**Point 3:** SB1040 also disproportionally discriminates based on sex. Probably 80% of teachers are women and the reduction of multiplier would adversely affect women.

**Point 4:** The amount of money the state receives, by taxing state employee pensions, should be used to supplement the retirement fund and not be put in the general fund.....and I feel someone should find John Engler and force him to personally start paying back the money he stole on behalf of the state's general fund from MY retirement fund, and I do mean stole!

**I do not mind paying in more, i.e. 5% or more of my salary (I'm a basic member) but expect the state to honor its commitment to me, to work as long as I am effective and not be penalized in my retirement.**

My testimony is short and to the point. Please accept my testimony into record.

Thank You,

A handwritten signature in cursive script, appearing to read 'Jane Shanahan', written in dark ink.

Jane Shanahan